



NAVY NEWS



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Forward ... from the Sea

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CNO challenges recruiters with Navy's #1 priority

By Journalist 1st Class Lisa A. Mikoliczyk, Naval Recruiting District San Francisco public affairs

SAN FRANCISCO (NNS) — The Sailors of Navy Recruiting District San Francisco's 'Valley Zone,' in Fresno, Calif., received a visit from the Navy's most senior officer recently — and he came with a very important message for them, and all recruiters.

Chief of Naval Operations Adm. Vernon Clark sat down with the recruiters at Naval Air Station Lemoore during his recent visit to California. The Master Chief Petty Officer of the Navy, MCPON(SS/SW/AW) Jim Herdt, also accompanied the CNO on his visit.

The focus of the CNO's message to the recruiters was his "Top Five Readiness Priorities" — 1) Manpower; 2) Current Readiness; 3) Future Readiness; 4) Quality of Service; and 5) Alignment.

He stressed that these recruiters are at the forefront of his number one priority — manpower, which encompasses not only recruiting, but also retention and reducing attrition. According to Adm. Clark, they are the Sailors who are making the biggest impact on that today.

"The influence you all have on these young men and women plays a major role in their 'expectations' of the Navy," Clark said.

He spoke of the Navy's "War for People" and the challenges that our recruiters face in this time of economic prosperity. In addition, the CNO mentioned the great influence they have on retaining the people they put in the Navy and reducing attrition. He reinforced that the recruiter is the Sailor's first contact with the Navy, and shapes what he or she can expect from their commitment to serve in the Navy. This is where he explained his fifth priority of alignment, which plays a key role in "making sure we keep our promises aligned with what we can

deliver."

Recruiters shared with Adm. Clark feedback that they've received from some of the Sailors they've put in the Navy: the importance of honesty from recruiters; critical first-contact experiences at first duty stations; and taking care of Sailors every step of the way — many recruiters continue to counsel and stay in contact with the Sailors they put in the Navy long after bootcamp.

"Recruiting is definitely a lifelong cycle. It doesn't necessarily end when you ship the kid off to bootcamp," Storekeeper 1st Class Tiffany Burton explained.

Burton, the recruiter-in-charge of the Clovis, Calif., Navy Recruiting Station, said getting the chance to meet with the CNO was an honor, but more importantly — knowing that their efforts are among his top priorities.

"I think it really meant a lot to all of us to hear it straight from him, that what we're doing out here on a daily basis has a real impact on the entire fleet," Burton said.

MCPON Herdt also emphasized the importance of sharing the CNO's initiatives with these recruiters in the field — the Sailors who are the driving force behind the CNO's number one priority.

Pass it on



Former New York Giant Curtis McGriff and former Detroit Lion Scott Conover talked with the crew and signed autographs while on board USS *Higgins* (DDG 76) Jan. 27, 2001. *Higgins* is currently deployed to the Persian Gulf for Operation Southern Watch.

Photo by Photographer's Mate 1st Class Tina M. Ackerman

Manpower boss: "I'm not happy if you're not happy"

By Lt. Leslie Hull-Ryde, Logistics Group Western Pacific public affairs

SINGAPORE (NNS) — Vice Adm. Norb Ryan flew halfway around the world just to hear from Sailors stationed in Singapore recently.

"I work for all of you," says Ryan, Chief of Naval Personnel. "You are the customer, and this is the best way to find out what's on your mind."

"I'm not happy if you're not happy."

The admiral described some of his priorities to Sailors from Logistics Group, Western Pacific; Naval Regional Contracting Center; and USNS *Spica* (T-AFS 9). Manning issues ranked at the top of the list.

Leaders have been concerned about recruiting, retention and gaps in billets for some time. This results from the Navy's draw down in the 1990s. This has impacted the mission and advancements, according to Ryan.

In the past, battle groups deployed with only 90 percent of their manning. That's jumped up considerably. The last battle group sent out reached the 98 percent mark.

"For the Navy, the bad news is over," Ryan says. "More than two and a half years ago, there were more than 19,000 gaps in the job — 18,500 of those were at sea."

"We still have some gaps, but it's

better. The good news is we've averaged 6,500 to 8,500 gaps for the last eight months. That's a big drop."

The man who tracks personnel numbers credits this success to a variety of initiatives. One being recruiters and how they're more equipped — with laptops, cars and cell phones — to do their jobs.

Ryan says he wants only the best Sailors in the recruiting business. Often, third and second class petty officers prove more successful than more senior counterparts. That's because they're younger and can more closely relate to their peers, according to the three-star admiral.

"It is worth your while to get into recruiting or into the 'Sailorization' process," he says. Those in the Sailorization process bring future Sailors from the street to the fleet. That includes recruiters, recruit division commanders and service school instructors.

Ryan has also focused initiatives at keeping experienced, trained Sailors in the Navy. To retain these folks, he's worked to give the fleet pay raises, bonuses, increased housing allowances and improved healthcare.

See **Manpower**, page 3

DCI gives Sailors new options when working with detailers

By Chief Journalist(SW/AW) Mike Morley, Navy Personnel Command public affairs

MILLINGTON, Tenn. (NNS) — Navy Personnel Command (NPC) in Millington, Tenn., recently launched the Detailer Communications Initiative (DCI), a program that has significantly changed the enlisted detailing process and is designed to increase the communication between detailers and Sailors.

Under this new program, detailers will contact Sailors at 12 months prior to their projected rotation date (PRD) or end of active obligated service (EAOS). Detailers will listen to the Sailor's desires for orders

and career intentions, and discuss any issues that could affect orders eligibility or screening, such as exceptional family members or financial problems. This conversation, ideally brokered by the Sailor's command career counselor, is designed to give the Sailor and his or her family a good idea of what type of duty to look for once they reach their nine-month negotiation window.

"I try to find out what their plans are,"

See **Detailers**, page 5

NAVAIR orders F/A-18 inspections

By Naval Air Systems Command public affairs

PATUXENT RIVER, Md. (NNS) — Last week, Naval Air Systems Command (NAVAIR) ordered all Navy, Marine Corps and foreign sale F/A-18 A, B, C and D aircraft to be inspected for cracks in the attaching lugs of their Wing Fold Transmission systems prior to the aircraft's next flight.

This order was issued due to results of routine inspections being conducted as a part of the Integrated Maintenance Concept (IMC). These recent inspections have revealed corroded lugs on a number of aircraft and some fewer aircraft with lug cracks due to corrosion pitting.

This inspection, directed by NAVAIR, will take approximately one hour per aircraft, and all inspected F/A-18s with fractured lugs will be removed from flight status pending an engineering disposition and review. Aircraft will be inspected daily after the initial inspection. Preliminary inspections of 400 aircraft to date have resulted in the discovery of six aircraft with fractured legs. There are more than 750 F/A-18 A-Ds in the U.S. inventory. There is no impact on F/A-18 E/F aircraft.

For more information on Naval Air Systems Command, go to the web at <http://publicaffairs.navair.navy.mil>.



Sailors perform wing folding repairs on an F/A-18.

Photo by Photographer's Mate 3rd Class H. Dwain Willis

Navy Celebrates African American History Month

By Lynette S. Williams, Chief of Naval Personnel public affairs

WASHINGTON (NNS) — February is African American History Month, an opportunity to celebrate the many contributions and accomplishments African-Americans have made not only in the history of our nation, but in the history of the U.S. Navy as well.

Capt. Robert L. Ford, special assistant for minority affairs to the Chief of Naval Personnel, believes that observing African American History Month Navy-wide provides a great opportunity to recognize all individuals whose contributions have upheld the Navy's core values of honor, courage and commitment.

"Our Navy thrives on the contributions of a diverse service, from seaman to admiral, and African American History Month allows us an additional opportunity to celebrate the unique and outstanding accomplishments of our personnel," Ford said.

Ford said there are currently more than 70,000 African-Americans serving the U.S. Navy on active duty, Reserve, or civilian capacity.

Historically, the Navy has many reasons to celebrate the accomplishments of its African-American service members.

Vice Adm. Samuel L. Gravely became the Navy's first African American flag officer in 1971. Gravely enlisted in the U.S. Naval Reserve in 1942 and retired as Vice Adm. in 1980.

Petty Officer Dorie Miller was decorated with the Navy Cross for his heroism aboard USS *West Virginia* (BB 48) during WWII. USS *Miller* (FF 1091), named in honor of Petty Officer Miller, was commissioned in June 1973.

Navy history continues to be made.

In August 2000, Rear Adm. Barry C. Black became the first African-American to serve as the Navy Chief of Chaplains, the Navy's highest position in the chaplain corps.

Cmdr. Bruce Grooms, with Atlantic Fleet's Nuclear Propulsion Examination Board, received the 2000 National Society of Black Engineer's Golden Torch Award for Lifetime Achievement in Government. Grooms also received the 1999 Vice Adm. Stockdale Award for outstanding leadership.

Lt. Cmdr. Jesse King, operations

officer with Strike Fighter Squadron 122 in Lemoore, Calif., won the 2001 Black Engineer of the Year Award for Professional Achievement in Government.

Petty Officer Steven Mays, USS *John F. Kennedy* (CV 67), proudly represented the Navy during the 2000 Summer Olympics in wrestling competition.

And until recently, not many would have recognized the name of Retired Master Chief Petty Officer Carl Brashear until Hollywood made a movie about his life in the Navy. Brashear served in the Navy from 1948 to 1979 and overcame racial discrimination to become the Navy's first African-American Master Diver. Brashear's struggle is recounted in the motion picture "Men of Honor," a title which encompasses countless others who have made significant contributions to the Navy.

"During the month of February, Navy-wide participation in the observation of African American History Month 2001 is strongly encouraged. It's a perfect time to honor our past and embrace our future as we continue to celebrate the diversity of the United States Navy," said Ford.

This year's national theme, selected by the Association for the Study of African American Life and History (ASALH), is "Creating and Defining the African American Community: Family, Church, Politics and Culture."

An information kit can be obtained from ASALH, at 7961 Eastern Avenue, Suite 301, Silver Spring, Md., 20910; or by calling (301) 587-5900.



Retired BMCM(DV) Carl Brashear (right) provided both technical and personal assistance to actor Cuba Gooding Jr. during the filming of "Men of Honor." Photo by Journalist 1st Class Rodney Furry

For more information regarding African American History Month, see NAVADMIN 016/01 at <http://www.bupers.navy.mil> or access the Minority Affairs (00J) web site at <http://www.bupers.navy.mil/mentor>. Questions may also be directed to Lt. Willie Harbert at (703) 695-2824/DSN 225, or e-mail at <mailto:pooj3@bupers.navy.mil>.

Manpower, con't. from pg. 2

"There must be a balance between recruiting and retention," Ryan says.

"We've got to spend something on our proven performers who have made us the best Navy in the world."

He outlined for the Sailors in Southeast Asia ways the detailing process is changing — an area that has generated lots of feedback from the fleet. He claims one way is improving communication with detailers.

Ryan wants detailers to do more than just place Sailors in jobs. He wants them to tell each individual, "We need you to stay in

the Navy." Then ask, "What do we need to do for you to stay in?"

"This way, you're more in charge of who you are and where you go," he says. "We want people to know that each individual is valued, and we need them in the service."

Ryan landed in Singapore after meeting with Sailors in Korea. He flies from the Lion City to Japan and goes through Hawaii before taking Sailors' feedback to Navy leaders in Washington and Millington, Tenn.

USS Cowpens delivers relief items to India

By Lt. Leslie Hull-Ryde, Logistics Group Western Pacific public affairs

SINGAPORE (NNS) — The U.S. Navy is providing disaster relief assistance to the victims of last week's earthquake in India.

"With the devastation there, these people are really going to be hurting if they don't get the things they need," said Aviation Maintenance Administrationman 2nd Class Michael Riley, from San Diego, Calif., now serving aboard USS *Cowpens* (CG 63).

The guided missile cruiser USS *Cowpens* arrived in Singapore Friday morning and off-loaded needed relief supplies for the people of India including medicine, tents, sleeping bags and hygiene articles.

The supplies came from a variety of sources including official U.S. government assistance programs such as "Project Handclasp" and other similar outreach and aid programs. In Singapore, the Navy spent almost \$50,000, buying more than 600 sleeping bags, more than 500 tents, and almost 1,500 blankets.

"The *Cowpens* and the entire Navy are proud to be able to help the people of India in this time of need in this manner," said one naval officer.

These supplies have been coordinated through the U.S. government as an outreach to the people of India in this difficult time. The U.S. Navy is working with Indian authorities through the U.S. Embassy for delivery of these items which will be added to the many other relief efforts coming in from all over the world.

USS *Cowpens* was already scheduled



Crew members of USS *Cowpens* (CG 63) pass boxes of mail, food and other supplies up the ship's ladder. The ship loaded 21 pallets of supplies that were transported to earthquake victims in India.

Photo by Photographer's Mate 2nd Class David C. Mercil

to go to India as part of the International Fleet Review when the earthquake occurred. In an effort to provide assistance, the ship's orders were changed to include transporting relief supplies from the Navy's logistics hub at Singapore to India.

"We were originally scheduled to attend the International Fleet Review in Mumbai," says Capt. Paul S. Holmes, commanding officer of *Cowpens*. "We were underway, en route to Singapore, when the earthquake hit.

"The first thing we thought was, 'how can we lend a hand?'"

The ship plans to leave Monday for India. The International Fleet Review takes place Feb. 15-19.

With a theme of "Bridges of Friendship," IFR will bring together approximately 70 warships and personnel from more than 20 nations.

Scheduled is a review of the maritime presence at anchorage by the president of India and visiting dignitaries, a city parade that includes participants from the visiting navies, military band performances, fireworks displays, and professional and cultural seminars and exchanges.

IRS site answers military taxpayer questions

By Jim Garamone, American Forces Press Service

WASHINGTON (NNS) — Doing taxes if you are in the military can be confusing. What do you report as income? If you were stationed in Bosnia or Kosovo for three months or were aboard ship in the Med, how much of your pay is taxable? How are moving expenses treated?

The answers to these and many other tax questions unique to military service are on the Internal Revenue Service web site in

the Armed Forces Tax Guide. Go to http://www.irs.gov/forms_pubs/pubs/p3toc.htm and start reading.

The publication addresses a slew of military tax issues such as areas declared as combat zone exclusions and how to handle income earned by resident alien spouses. It lists what income is taxable and, more important, what is not. It lists exemptions and how to qualify for them.

Service members can request an extension for filing an income tax return if they meet certain provisions. The publication tells how to apply.

Speaking of returns, the IRS this year lets you file electronically, free and directly. You still need compliant computer software and forms, but you don't need to file

See IRS, page 5

Detailers, con't. from pg. 2

said BUC(SCW) Tom Kane, a Seabee detailer for the Builder, Engineering Aide and Steelworker ratings. "I have all their career path information on my screen when I call, and I can answer any questions they might have on the spot."

Although the program is barely off the ground, Kane says he's placed 12-month calls to more than 100 of the 3,100 Sailors he's responsible for detailing.

At 10 months before PRD or EAOS, a short orders preparation checklist is sent to the Sailor via message, reminding them to discuss possibilities with their family, update their Page 2 dependent information, and to contact the detailer at the nine-month window. At the nine-month window, the Sailor should screen orders possibilities on BUPERS Access (<http://www.bupers.navy.mil>) on the view-only JASS program, and call the detailer to discuss the orders they're interested in. A formal application for the orders is then made by the command career counselor on JASS, and if selected, the orders are written.

"DCI forces us to listen," said Rear Adm. Hamlin Tallent, assistant chief of naval personnel for distribution. "It's not about us getting a list of jobs and trying to get a Sailor to do what we want; it's about listening to them. The goal is 100 percent contact, to find out what they want, what their spouse wants, and their career needs, and how that fits into the Navy manning picture."

The program was conceived and developed in PERS-40 over the summer,

and has been in implementation for only a few months. Administrative assistants have been hired to handle routine clerical duties, allowing detailers to spend more time on the phone with their constituents, and the detailer training program has been completely changed to support pro-active detailing. Detailers are also working much more closely with fleet career counselors, particularly those overseas, to arrange the best times to contact Sailors.

Another facet of DCI is a more focused detailer travel program. Detailers now develop visit plans, targeting specific Sailors to contact.

"We get lists from career counselors on who needs to hear the Navy's story," Tallent said. "By concentrating on Sailors who CCCs identify as at-risk of leaving the service, we're better able to listen to them and focus on what we can do to retain that person. In the first quarter alone, we convinced nearly 200 Sailors to accept orders rather than leave the Navy."

Finally, DCI serves another function — to help the Navy identify which billets are hard to fill from the Sailor's perspective.

"DCI will help us develop incentive programs," Tallent added. "If we have a billet in a certain location that (is unappealing to) Sailors or their spouses, we can better identify it and come up with benefits or incentives depending on our understanding of Sailor's feelings."

For more information on the Detailer Communications Initiative, please visit the web site at <http://www.persnet.navy.mil/pers40/dcip/>.

IRS, con't. from pg. 4

through a tax preparer or other middleman unless you choose. E-file instructions are available at http://www.irs.ustreas.gov/elec_svs/efile-ind.html.

Need forms? You can get those over the Internet at the IRS forms page at http://www.irs.gov/forms_pubs/forms.html. Select a document format and then download all the forms you want.

Need a form, but not sure which one? Go to a forms searcher at http://www.irs.gov/forms_pubs/findfiles.html and enter some key words. The search engine will point you to the right area.

How do you handle state taxes? The

IRS forms page has a link to a state tax page prepared by Federation of Tax Administrators, or go there directly by manually keying <http://www.taxadmin.org/fta/forms.ssi>. Click "Local and State News" at the IRS site tree, http://www.irs.gov/search/site_tree.html, for links to individual state tax news pages and information about joint electronic federal-state tax filing.

States that also allow direct Internet tax filing include Colorado, Delaware, Illinois, Indiana, Massachusetts, Maryland, Louisiana, Michigan, Missouri, New Mexico, Pennsylvania, South Carolina, Virginia and Vermont.

Navy/Marine Corps News

Look for the following stories and more on next week's Navy/Marine Corps News show:

- Sailors and Marines at Camp Pendleton, Calif., will get new housing;

- Aviation Sailors at Naval Air Facility El Centro, Calif., train to keep the busy runway safe;

- A Sailor and his faithful dog make a winning security team;

- Find out the latest changes making educational benefits more flexible than ever.

Compiled on tape #2001-07, the show is on its way to the fleet now.

In naval history: Feb. 14, 1778

The first official salute is rendered an American warship.

In Quiberon Bay, on the Atlantic coast of France, the Continental sloop-of-war Ranger, commanded by Captain John Paul Jones, exchanges salutes with the Robuste, flagship of the French Admiral Lamotte-Picquet.

This is often considered the first official salute to the American flag.

More information about naval history can be found at <http://www.history.navy.mil/>.



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